



*Grow*Buchanan^{Iowa}



LABORSHED ANALYSIS

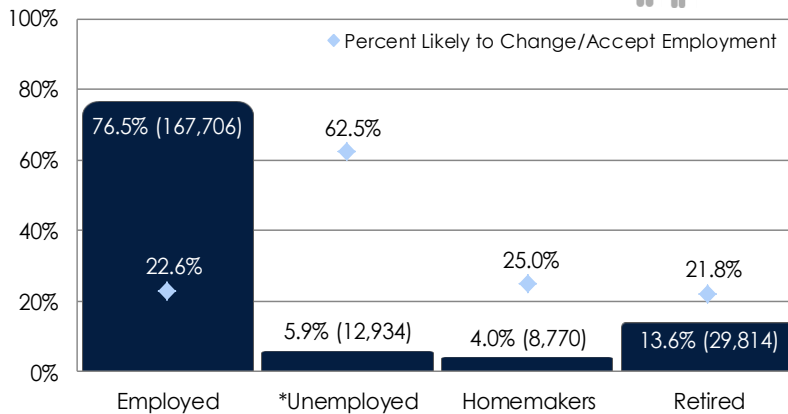
A STUDY OF WORKFORCE CHARACTERISTICS

Released July 2015

BUCHANAN COUNTY LABORSHED ANALYSIS

A Laborshed is the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. This Laborshed analysis addresses the workforce characteristics of the Buchanan County Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*



*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Total Potential Labor Force: 219,224 (entire Laborshed area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Independence (42,971):

- 36,745 Employed
- 1,840 Unemployed
- 2,030 Homemakers
- 2,356 Retired

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- 12.9% are working multiple jobs
- Currently working an average of 41 hrs/week
- Average age is 49 years old
- 33.8% currently working within the production, construction & material handling occupational category followed by 19.1% within the professional, paraprofessional & technical occupational category
- Most frequently identified job search resources:

www.monster.com
www.indeed.com

Internet,
87.7%

The Gazette - Cedar Rapids
Waterloo-Cedar Falls Courier

Local
Newspapers,
44.6%

Networking,
24.6%

IowaWORKS
Centers,
12.3%



UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	1.7%	625
Mismatch of Skills	2.0%	735
Low Income	0.5%	184
†Total Underemployment	3.5%	1,286

† Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or have worked for higher wages at previous employment; or are working at wages equal to or less than the national poverty level and work 35 or more hours per week.

EMPLOYMENT LEVELS AND STATUS BY INDUSTRY



	Industry % of Employed	Estimated # of Employed	% Employed within the Industry	% Likely to Change Employment	% Unemployed within the Industry
Manufacturing	18.7%	31,361	76.2%	31.3%	7.9%
Healthcare & Social Services	16.7%	28,007	72.9%	23.3%	5.1%
Wholesale & Retail Trade	14.0%	23,479	66.7%	38.9%	11.1%
Education	12.8%	21,466	84.6%	12.1%	0.0%
Public Administration & Government	8.2%	13,752	80.8%	14.3%	0.0%
Professional Services	6.6%	11,069	85.0%	29.4%	5.0%
Finance, Insurance & Real Estate	5.4%	9,056	87.5%	21.4%	6.3%
Construction	4.7%	7,882	80.0%	16.7%	6.7%
Agriculture, Forestry & Mining	3.9%	6,541	100%	0.0%	0.0%
Transportation, Communication & Utilities	3.9%	6,541	66.7%	30.0%	0.0%
Personal Services	3.9%	6,541	76.9%	10.0%	0.0%
Entertainment & Recreation	1.2%	2,012	**	**	**

** Insufficient survey data/refused

Survey respondents from the Buchanan County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry.

COMMUTING STATISTICS



The map at the right represents the concentration of those who are likely to commute into Independence from their home ZIP for an employment opportunity.

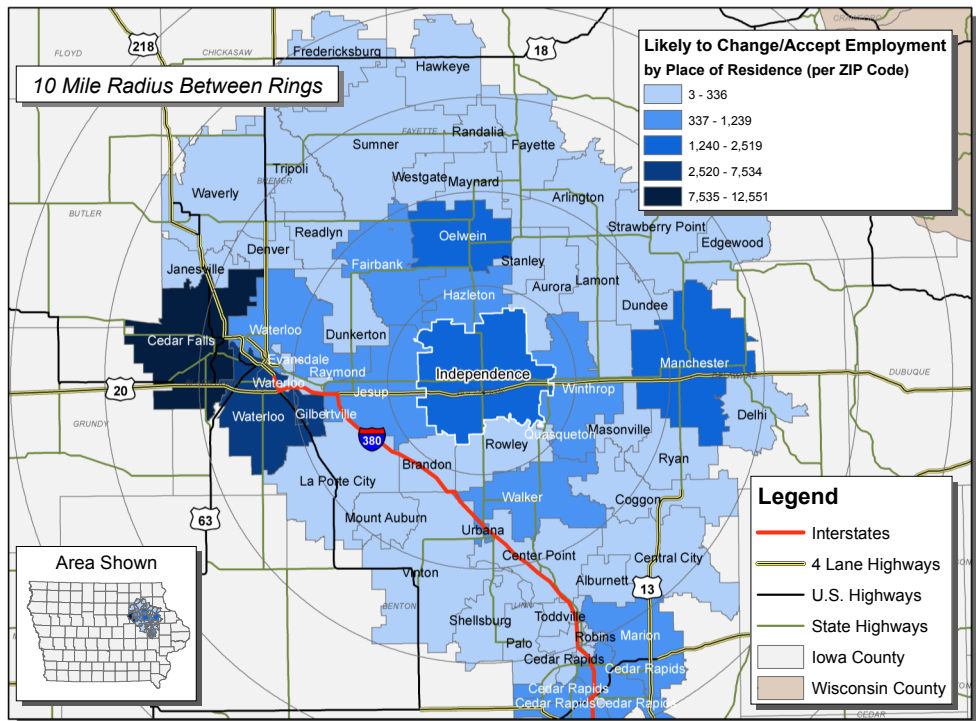
Those who are likely to change/accept employment in the Buchanan County Laborshed area are willing to commute an average of 24 miles one-way for employment opportunities.

The out commute for Independence is estimated at 31.4 percent—approximately 1,049 people living in Independence work in other communities.

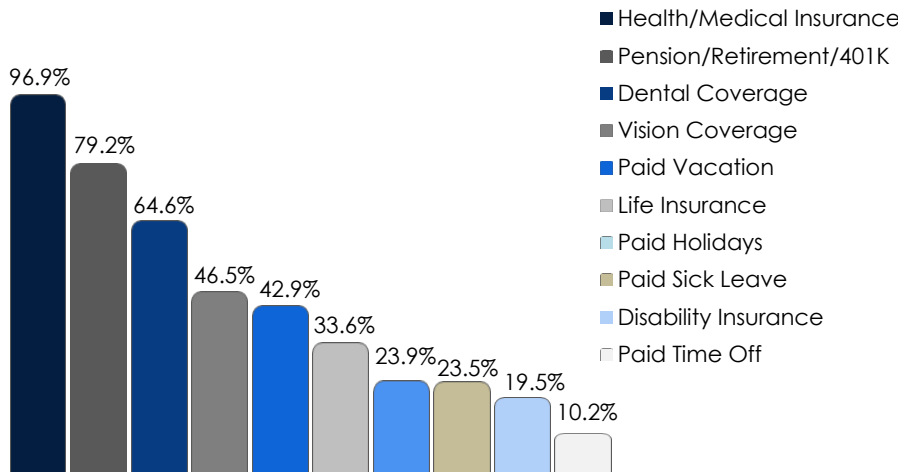
Most of those who are out commuting are working in Waterloo, Cedar Rapids or Cedar Falls.

Nearly two-fifth (37.5%) of out commuters are likely to change

CONCENTRATION OF THOSE LIKELY TO CHANGE/ACCEPT EMPLOYMENT IN INDEPENDENCE



TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



The survey provides the respondents an opportunity to identify employment benefits they currently are offered. The chart at left provides the percentage of responses from those that are currently employed full-time.

The majority (81.1%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 11.3 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY



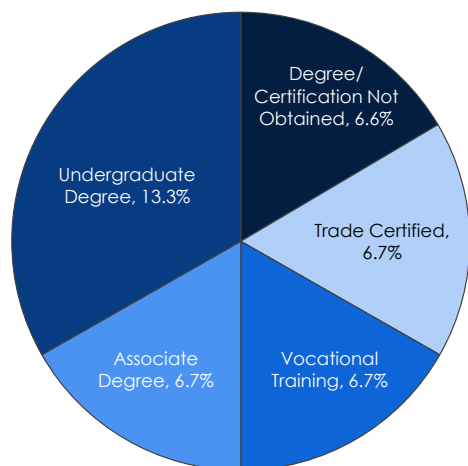
	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
Agriculture, Forestry & Mining	70.0%	10.0%	40.0%	**	**
Construction	60.0%	20.0%	13.3%	**	\$24.00
Education	87.1%	7.7%	64.1%	\$60,000	\$12.25
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	75.0%	12.5%	43.8%	**	\$15.81
Healthcare & Social Services	76.3%	20.3%	33.9%	\$62,500	\$18.50
Manufacturing	57.1%	9.5%	14.3%	\$82,500	\$18.25
Personal Services	53.8%	0.0%	23.1%	**	\$13.00
Professional Services	89.5%	15.8%	47.3%	\$120,000	\$11.00
Public Administration & Government	61.5%	11.5%	30.7%	\$64,500	\$18.75
Transportation, Communication & Utilities	53.3%	0.0%	40.1%	**	\$16.50
Wholesale & Retail Trade	51.9%	18.5%	13.0%	\$45,000	\$9.25

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

**Insufficient survey data/refused

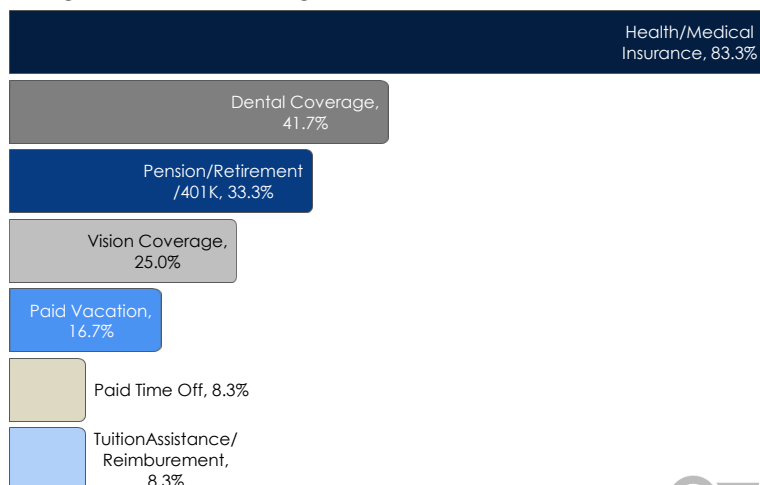
UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- An estimated 1,840 unemployed individuals are likely to accept employment
- Average age is 42 years old
- 86.7% are male; 13.3% are female
- **Education:**
 - 40.0% are educated beyond high school

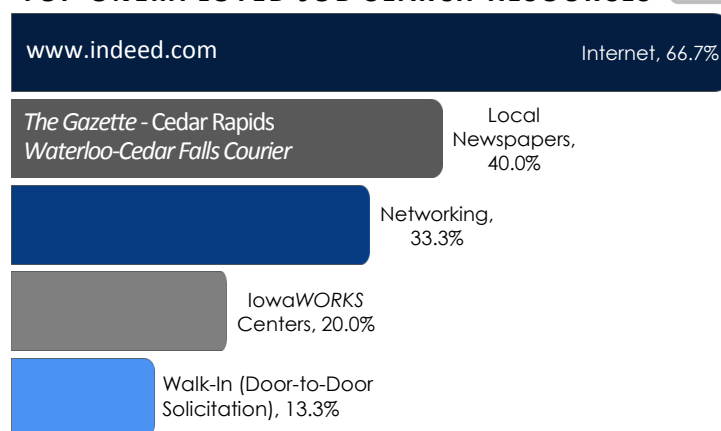


- **Wages:**
 - \$12.75/hr - to attract 66% of applicants
 - \$13.50/hr - to attract 75% of applicants
 - \$10.10/hr - lowest median wage willing to accept
- Willing to commute an average of 20 miles one way for the right opportunity
- 53.3% expressed interest in seasonal and 53.3% in temporary employment opportunities
- 46.7% expressed interest in working varied shifts

DESIRED BENEFITS



TOP UNEMPLOYED JOB SEARCH RESOURCES



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FOR MORE INFORMATION REGARDING THE BUCHANAN COUNTY LABORSHED ANALYSIS, CONTACT:



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